

## MELBOURNE AND METROPOLITAN TRAMWAYS BOARD

### **NOTICE TO EMPLOYEES**

#### RETIRING AND DEATH GRATUITIES

The Board has adopted a new Scheme of Retiring and Death Gratuities, details of which are set out in the Schedule on back hereof.

Compared with the present Scheme the variations are:—

- (1) Under the present Scheme the maximum gratuity payable on retirement at 65 years of age is 104 weeks' salary or wages on completion of 46 (or more) years' service. The new Scheme provides for a gratuity of 117 weeks' salary or wages for 46 years' service and up to 121 weeks' salary or wages on completion of 50 years' service.
- (2) Under the present Scheme an employee who retires after attaining 60 years of age and before attaining 65 years of age, and an employee who becomes totally incapacitated for further service, is entitled to a gratuity of 2 weeks' salary or wages for each year of service up to a maximum gratuity of 100 weeks' salary or wages on completion of 50 years' service. The new Scheme provides for 2 weeks' salary or wages for each year of service up to 39 years' service, and thereafter (i.e., for 40 or more years' service) a gratuity on the same scale as provided for employees who retire after attaining 65 years of age.
- (3) Under the present Scheme an employee under 60 years of age who retires medically and permanently unfit to continue to perform the duties of his usual occupation and for whom no other suitable position within the Board's service can be found is entitled to a gratuity equivalent to one week's salary or wages for each complete year of service up to a maximum of 45 weeks' salary or wages. The new Scheme provides for a gratuity of one week's salary or wages for each year of service up to 20 years' service, and 2 weeks' salary or wages for each additional year's service up to a maximum gratuity of 70 weeks' salary or wages on completion of 45 years' service.
- (4) Death gratuities are the same under both the present and the new Scheme, viz., 2 weeks' salary or wages for each complete year of service. Under the new provisions the gratuity will, however, be paid to the legal personal representative where no dependant is left by the deceased employee.
- (5) Under the present Scheme gratuities to employees who resign before attaining 60 years of age are based on one week's salary or wages for each complete year of service after 10 years' service with a maximum gratuity of 13 weeks' salary or wages. Under the new Scheme gratuities are payable commencing at 12.5 weeks' salary or wages after 20 years' completed service and increasing to 25 weeks' salary or wages after completion of 45 years' service.
- (6) Except in the case of (5) above the minimum qualifying period of service remains at 10 years.
- (7) Under the new Scheme service for the purpose of computing a gratuity to which an employee is entitled will include the aggregate periods of his service (including any absence from duty on approved leave) but will not include any period of service prior to his having voluntarily left the Board's service or having been dismissed therefrom for causes within his own control, or prior to his absence from the Board's service for any continuous period of five years or more (other than on such leave as the Board may determine, or by reason of his retirement on account of ill health); or any period of service in respect of which a retiring gratuity has already been granted.

The new Scheme will come into operation on 1st June, 1955, but the Board has decided that any employee may elect to remain under the present Scheme provided he notifies the Secretary, in writing accordingly on or before Friday, 20th May, 1955.

The new Scheme will automatically apply to all employees who fail to notify the Secretary of their choice within the prescribed period, and to employees who enter the service subsequent to 20th May, 1955.

H. A. WARNER,

Secretary.

31st March, 1955.